

**2016-2017 ALA CD#35\_12017\_cover\_act  
2017 ALA Midwinter Meeting**

**ALA Council  
2017 Midwinter Meeting**

**TO:** ALA Council

**FROM:** ALA Executive Board

**TOPIC:** ALA Strategic Direction: Equity, Diversity & Inclusion

**DRAFT MOTION:** ***MOVE: Amend the ALA Strategic Plan (2014-2015 CD#37 – 62815 – FINAL) by addition of a new Strategic Direction: Equity, Diversity & Inclusion, as attached.***

**MOVED BY:** Jim Neal, ALA President-Elect, on behalf of the ALA Executive Board

**DATE:** 10 January 2017

**BACKGROUND:**

In June 2016, the ALA Council approved the ALA Strategic Plan (2014-2015 CD#37 – 62815 – FINAL). The plan designates three Strategic Directions, or areas of strategic focus, for the Association:

- Advocacy
- Information Policy
- Professional and Leadership Development

While the Goals and Strategies within each of those strategic areas acknowledge the importance of diversity, both the Final Report of the Task Force on Equity, Diversity and Inclusion and the events of the past year have made it clear that a more focused approach is essential – to the Association and its members, as well as to the communities served by libraries and the staff of those libraries. The ALA Executive Board is, therefore, recommending to the ALA Council the amendment of the ALA Strategic Plan to include a Strategic Direction or Focus on Equity, Diversity and Inclusion.

In mid-December, the ALA Executive Board reviewed draft language for the proposed Strategic Direction: Equity, Diversity and Inclusion, and referred the draft to the ALA Committee on Diversity, the Equity, Diversity and Inclusion Task Force Implementation Group, the ODLOS Advisory Committee and ASCLA’s Accessibility Assembly. Groups were asked to review and provide feedback to the ALA Executive Board by January 9. Feedback has been received and

changes made to the draft based on that feedback. The Board now seeks Council discussion and approval.

As happened with the other three Strategic Directions, following approval of the ALA Strategic Directions, a staff team, including in this case the Office for Diversity, Literacy and Outreach, will be asked to develop an implementation plan, in consultation with member groups and staff across the Association. The Implementation Plan will be strongly informed by the work of the Equity, Diversity and Inclusion Task Force, as well as the work of other groups across ALA.

Assuming approval at the 2017 Midwinter Meeting, the initial Implementation Plan would be developed for presentation to the ALA Executive Board not later than Annual Conference 2017. As with other plans, regular reports and updates would be received by the ALA Executive Board. Participation and coordination across a complex Association is high among the Board's concerns as they review Implementation Plans and updates.

As is true with the other implementation plans, the EDI Implementation Plan would be much more specific. So, for instance, the Strategic focused on increasing diversity within the profession might include implementation actions such as the following:

- increase funding for the Spectrum scholarship program
- expand support for Spectrum scholars to attend ALA meetings and conferences and to participate in the work of the Association
- working with ALA Divisions and external groups, expand support for first professional internships in libraries.

Specific implementation actions -- the "how" of the strategic directions -- are reevaluated and modified by those charged with implementation as conditions change, technological tools shift or new opportunities become available. While receiving regular review by the Board, they are appropriately separate from the leadership approval of the strategic directions.

This fourth Strategic Direction supports and will advance key Programmatic Priorities of the Association, particularly Diversity and Equity of Access. These Programmatic Priorities are approved annually by Council, as a foundation for planning for the upcoming budget year. The ALA Treasurer will move approval of the Programmatic Priorities at Council III.

Related Documents:

cd#35.1\_Strategic Direction: Equity, Diversity and Inclusion – Draft 2 w/track changes  
cd#35.2\_Strategic Directions: Equity, Diversity and Inclusion – Draft 2 w/changes accepted  
[ALA Strategic Directions, adopted by Council at 2015 Annual Conference \(2014-15 cd#37\)](#)